



US Army Corps
of Engineers
Northwestern Division



Division Restructuring Concept

NWD Vision Conference

17-20 November 1997

BG Robert Griffin



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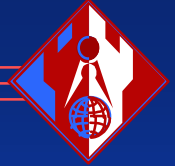


Purpose and Guidance

- **Purpose:** To inform District Commanders of the concept and progress of NWD restructuring.
- **Chief's Guidance:**
 - ◆ “Go slow”
 - ◆ Focus on FY 99 (1 Oct 98)
 - ◆ Leverage VERA / VSIP



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Concept of the Operation

- **O-6 deputy & SES in each regional HQ**
- **Senior O-6 is designated 2IC**
 - ◆ **Portland O-6 is Chief of Staff**
- **Identify functional “centers of gravity”**
- **Optimize dual-hatting**
- **Only essential regional functions duplicated**
- **Take it one year at a time**
 - ◆ **Optimize VSIP**
 - ◆ **Use involuntary separations only as last resort**
 - ◆ **Use Witherspoon Report as baseline**



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Concept of the Operation

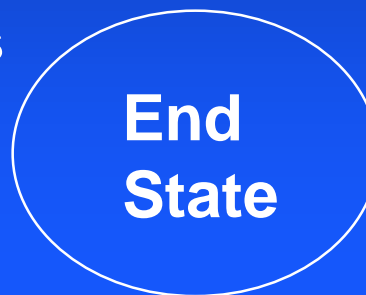
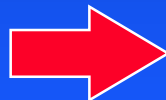
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Movement to End-state

**Ideal
Path**



4-5 Yrs

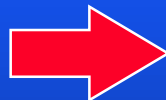


- Desired end-state organization achieved by 2002

**Extended
Path**

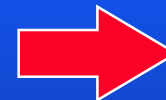


4-5 Yrs



- Meets end strength
- Operationally functional, but with lower efficiency
- Geographic imbalances

?



- Achieved through retirements, resignations, & recruitments over time



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Concept of the Operation

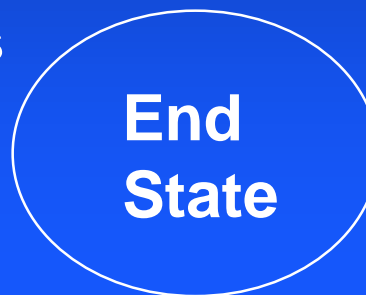
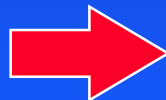
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Movement to End-state

**Ideal
Path**



4-5 Yrs

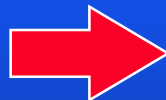


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**Extended
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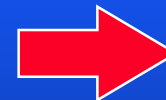


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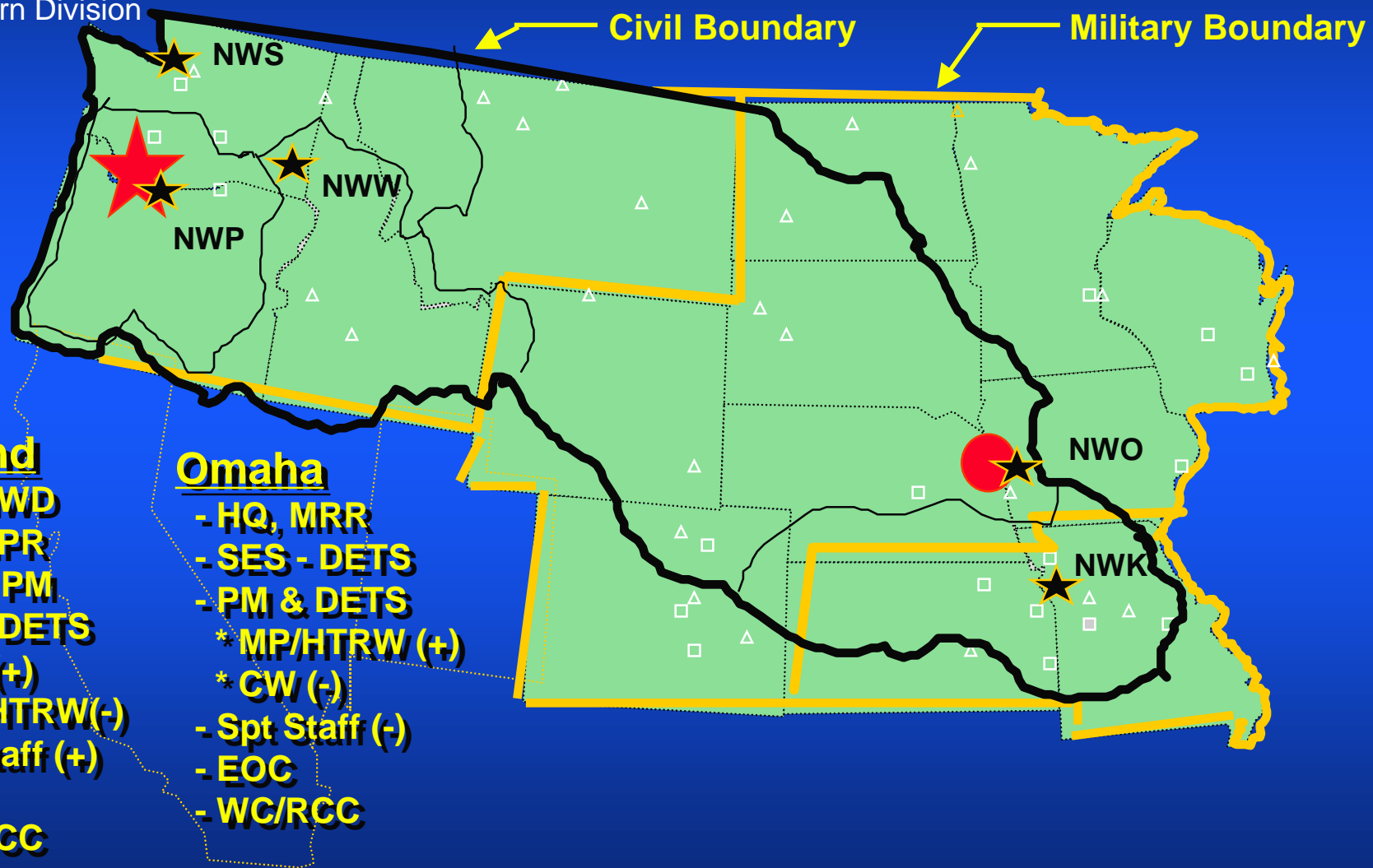


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Functional Locations





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Organization

(Resource Constraint)

- **FY 1998 OMA/GE FTE = 142**
- **FY 2002 OMA/GE FTE = 90**
- **Reduction of 52 spaces over four years**

NWD will be resourced as only one Division. Therefore, consolidations of Division offices are a MUST.



US Army Corps
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Organization

(As of 1 April 1997)

NWD

Division Cdr
Exec Asst
Secretary

NPR

Deputy Cdr
DETS
DPM
Spt Staff

MRR

Deputy Cdr
DETS
DPM
Spt Staff

Regional HQ were two parallel, independent organizations with regional focus and perspectives.



US Army Corps
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Organization

(As of November 1997)

NWD

Division Cdr
Engr & Tech Svcs
Prog Mngmt
RM, EA, & AO

NPR

Deputy Cdr
Spt Staff (-)

MRR

Deputy Cdr
Spt Staff (-)

**DETS, DPM, RM, and AO now consolidated and
developing a division-wide perspective.**



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Organization

(ETS to Date)

**Engineering &
Technical Svcs
Ms. Kristine Allaman**

MRR

CH Eng
Ted Kell

CH Con-Ops
Des Goyal

CH RCC
Larry Cieslik

Real Estate
Bob Bourne

Planning
Tom Davis

NPR

Deputy DETS
CH Eng
Dave Keller*

CH Con-Ops
Ray Schmitz

CH
Water Mngmt
Bill Branch

Planning & Real Estate consolidated.

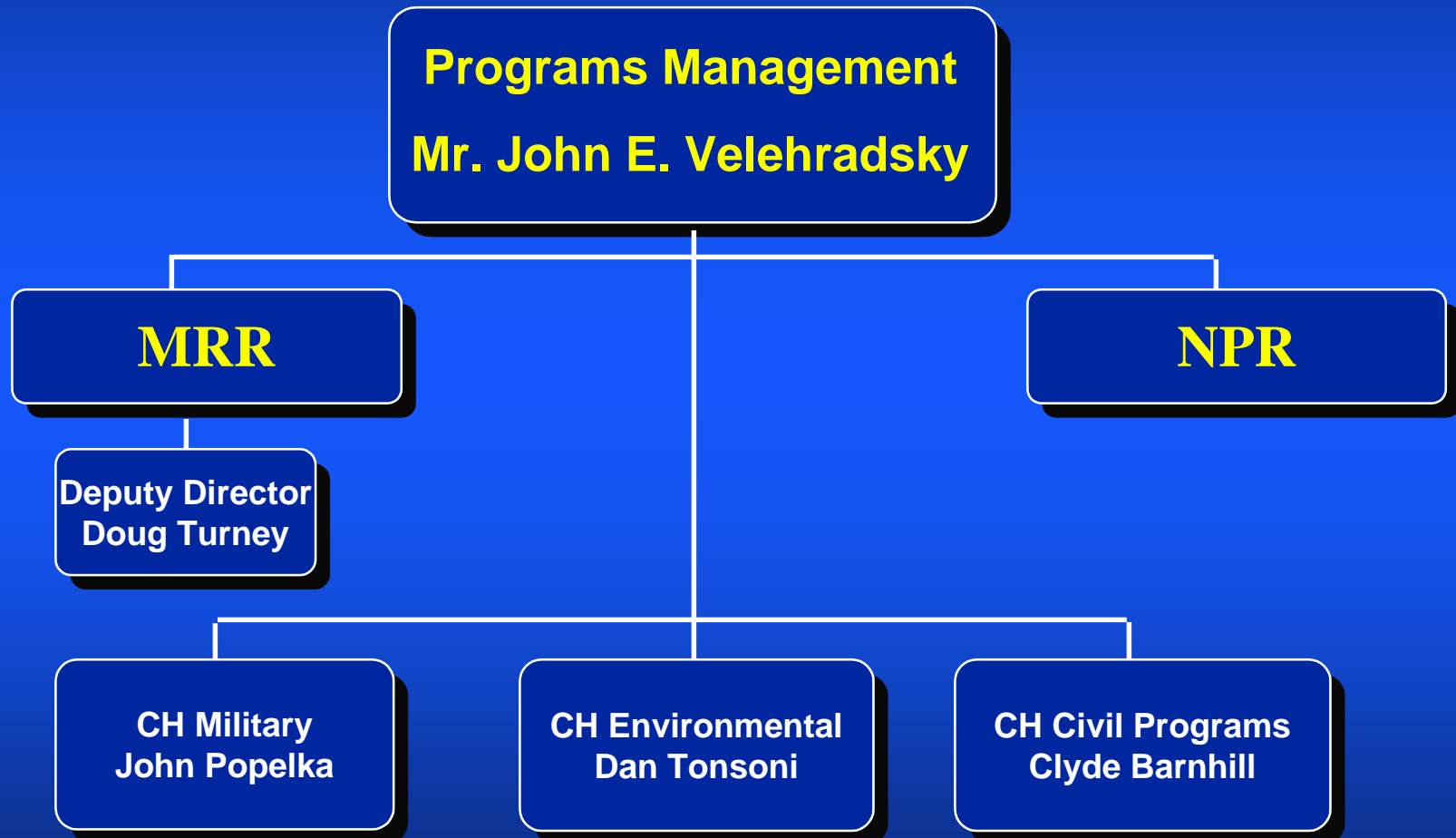


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Organization

(PM to Date)



Branch Chiefs designated; internal consolidations underway.



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Organization

(RM to Date)



Director
Resource Management
Mr. Bill Mulligan

MRR

Budget

Finance
& Accounting

Manpower

Management
Analysis

NPR

Budget

F&A
Deputy
Ron Alexander

Manpower

Consolidation at Directorate level.



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Organization (*End State*)

NWD

Division Cdr
Engr & Tech Svcs
Prog Mngmt
Support Staff

NPR

Deputy Cdr
Minimum Spt

MRR

Deputy Cdr
Minimum Spt

Most staff offices consolidated, with some regional support. One Division staff operating out of two locations.



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Summary

(Actions to Date)

- **Executive steering group formed**
 - ◆ Two deputies plus two SES
- **Witherspoon model is guide for restructuring**
- **PM missions weighted; DPM consolidated**
- **DETS, RM, and AO consolidated**
- **Identified 15 processes for consolidation**
 - ◆ Examples: PBAC, IMSC, PRB, QA, Signatures
- **Roles of deputy commanders defined**

Go slow / take care of people / execute the mission.



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QUESTIONS?